

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
IAFF 851 BC'S  
AND  
THE CITIES OF EUGENE AND SPRINGFIELD**

**EMS Chief ICO Standby Pay**

1. The ICO who is designated by the Department, based on business need to be on standby status while off-duty, who are subject to a call to duty and who are required to be continuously available to the Department by telephone or other telecommunications device during a specified period of time, will receive compensation for all time spent on standby status at the rate of one (1) hour of regular base pay for each eight (8) hours of standby. Compensation will be calculated by dividing the total number of hours on standby by eight (8), rounded to the nearest eighth (1/8th) of an hour.
2. The ICO must fully meet the requirements for the position established under NFPA 1581.
3. The ICO will be assigned based on department need and can be filled from outside this bargaining unit.
4. Employees on standby status must normally be able to report to work and be ready for duty within forty-five (45) minutes of notification.
5. Generally, employees will not be required to be on standby status more than fourteen (14) continuous days, unless there is a compelling business reason to do so.
6. Employees will not receive standby pay for any hours they are receiving compensation, including time for which they are receiving overtime or callback pay, excluding holiday pay.
7. Phone calls will be compensated at a rate of 1:1.5 for actual time worked. If a physical response is required compensation will be consistent with Article 10.3.
8. The ICO will be staffed by on duty personnel Monday through Friday between 08:00 and 18:00 hours when available.

Agreed to this 11th day of January, 2022.

For IAFF Local 851  
Mike Caven

*Mike Caven*  
Mike Caven (Jan 12, 2022 16:50 PST)

For the Cities  
Scott Cockrum

*scottCockrum*  
scottCockrum (Jan 11, 2022 12:21 PST)